

**Comparative Analysis
Securities and Exchange Commission
Executive Compensation and Related Party Disclosure**

<u>Disclosure Issue</u>	<u>CalPERS Recommendation</u>	<u>Included or Excluded by the Securities & Exchange Commission</u>
Total Compensation	Disclose the aggregate cost of executive compensation for the current year.	Included
Equity Awards	Disclose the cost of all forms of equity compensation.	Included
Severance	Disclose all forms of compensation that would be paid upon an executive's termination of employment.	Included
Retirement	Disclose aggregate retirement benefits from all sources.	Included
Claw Back Provision	Adopt rules to increase the use of claw back provisions at corporations.	Excluded
Performance Measures	Disclose the metrics supporting payment of incentive compensation.	Excluded
Perquisites and Other Compensation	Disclose all benefits and their full costs.	Excluded * * \$10,000 Minimum for disclosure